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Mentor's Introduction [to Maria del Pilar Montoya's Paper]

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Introduction by April Chatham-Carpenter,
Associate Professor of Communication Studies

While completing her thesis, Pilar Montoya is currently working as a Public Relations/Marketing intern at UNI's Iowa Waste Reduction Center to introduce their environmental services to a more diverse population of Iowa small businesses. In the future, Pilar hopes to continue working in organizations in Human Resources, working with internal publics, or in marketing/public relations, working with external publics. Her professional goals are to improve communication systems within organizations and make them an organizational strength that helps the organization to reach their goals.

Pilar's paper was initially developed in a graduate-level Quantitative Research Methods class. She surveyed nontraditional students at a university about their perceptions of sex/gender differences in female supervisor's conflict strategies. The paper does a good job overviewing the literature in the field and applies an already recognized scale to explore male and female students' perceptions of their female bosses. This work serves as a foundation for Pilar's ongoing thesis project, looking at the role of sex and gender in supervisory conflict behaviors.